Statement

Details regarding Executives

Name of the oil PSUs	Total number of executives who have retired in natural course, voluntarily retired and resigned from services			Total number of executives who have been appointed and promoted from non-executivegrade			Total number of executives as on 30.11.2006
	2003-04	2004-05	2005-06	2003-04	2004-05	2005-06	
ONGC	1436	1214	858	721	646	Nil	22,748
IOCL	256	311	352	429	570	408	11,101
HPCL	63	238	150	88	194	402	4,169
BPCL	97	248	168	151	233	198	4,387
GAIL	24	30	56	87	33	137	2,390
OIL	46	25	27	13	7	11	1171

Scarcity of staff in ONGC

2222. SHRI KALRAJ MISHRA:
SHRI SANTOSH BAGRODIA:

Will the Minister of PETROLEUM AND NATURAL GAS be pleased to state:

(a) whether it is a fact that ONGC is facing scarcity of engineering and technical staff;

(b) if so, the details of the number of engineering and technical staff resigned from the Company during the last three years, year-wise;

(c) what are the factors for such exodus of engineering and technical staff from ONGC;

(d) what steps are being taken to retain the skilled manpower with the Company; and

(e) what steps are being taken to ensure adequate supply of skilled human resource to cater to the future requirement of the Company?

THE MINISTER OF STATE IN THE MINISTRY OF PETROLEUM AND NATURAL GAS (SHRI DINSHA J. PATEL): (a) Yes, Sir.

(b) The number of engineering and technical staff who resigned during 2004-05 to 2006-07 (up to November, 2006) is given below:

Year	Drilling	Technical	Production	Total
2004-05	11	13	07	31
2005-06	37	17	17	71
2006-07	47	12	19	78

(c) Due to buoyancy in the international oil market and increase in exploration and production activities in the country and abroad, additional employment potential has been generated for experienced hands.

Some of the employees have also opted for voluntary retirement for personal reasons.

(d) ONGC has informed that they are taking the following steps to retain talent:

a. Recognition of employees through awards/rewards for their performance, Innovation, Professionalism in work and managerial and Technical abilities.

b. Providing opportunity for involvement in decision-making empowerment and proper positioning.

c. Fast Track Career growth opportunities for talented officers.

d. Development of business leaders through specialized training programmes and management courses in collaboration with reputed well-known institutions in the country and abroad.

e. Counselling, mentoring and nurturing of performing executives and developing new competencies and capabilities.

(e) ONGC is recruiting about 250 Graduate Trainees through open advertisements and campus recruitment from institutes of National repute. To supplement the required skilled manpower in workman category, tenure engagements are being resorted to.